

Aquatics & Waterfront Specialist Position Description

Position Title: Aquatics & Waterfront Specialist

Reports To: Program Coordinator

Status: Seasonal, Exempt

Pay: Starts at \$350 per week; paid bi-weekly

Dates: June 1, 2026 – August 1, 2026

About Our Program

Come join Girl Scouts Carolinas Peaks to Piedmont (GSCP2P) for a summer filled with adventure. We are looking for enthusiastic, passionate and fun-loving staff members to help bring the camp magic to life at our overnight resident camp, Keyauwee Program Center, in Sophia, NC.

The mission of Girl Scouts is to build girls of courage, confidence and character who make the world a better place. We believe spending time outdoors at summer camp is a great way to do that! If you are ready to grow your leadership skills and make connections with others who are dedicated to this mission, we hope you will join us!

Position Summary

The Aquatics & Waterfront Specialist is responsible for all aquatic operations at camp, including the pool and the lakefront. This position serves as the lead lifeguard, primary emergency responder and supervisor of all aquatic staff. Responsibilities include:

- Overseeing daily pool and waterfront operations
- Conducting weekly swim tests for every camper
- Supervising, training and scheduling lifeguards
- Leading boating activities (kayaking, canoeing, SUP, paddleboats)
- Ensuring the highest standards of safety, instruction and emergency readiness

This role also collaborates closely with the Camp Ranger, pool company and Program Coordinator to ensure aquatic facilities meet safety, cleanliness and maintenance expectations. The Aquatics & Waterfront Specialist may also accompany campers on an overnight paddle trip and may assist unit staff or lifeguard at the pool when boating programs are not in session.

Major Responsibilities

Aquatic Program Leadership:

- Lead all pool and waterfront programs (boating, kayaking, canoeing, SUP, paddleboats and recreational swim).
- Conduct weekly swim tests and determine camper swim classifications.
- Provide clear, engaging instruction in boating techniques and aquatic skills.

- Maintain a safe, inclusive and fun environment for all participants.

Lifeguard Supervision & Training:

- Serve as the lead lifeguard and point person for aquatic safety.
- Train lifeguards and camp staff on local operating procedures for both pool and waterfront.
- Supervise lifeguards and provide ongoing coaching in best practices.
- Help create weekly lifeguard schedules to ensure ratios and supervision requirements are met.

Emergency Response Leadership:

- Serve as the primary responder for all aquatic emergencies.
- Ensure all staff are familiar with emergency action plans for pool and waterfront areas.
- Lead emergency drills, safety briefings and in-service training.
- Respond to emergency or crisis situations quickly and calmly.

Facility & Equipment Oversight:

- Assist with daily pool maintenance, cleanliness and chemical checks.
- Ensure that waterfront equipment (boats, paddles, PFDs) is in safe working order.
- Collaborate with the Camp Ranger and pool company as needed.
- Inventory supplies and submit requests when materials need replacement or repair.

Additional Accountabilities

- Attend administrative meetings as needed.
- Support program goals and operations as assigned by the Program Coordinator.
- Actively support all efforts to increase cooperation, communication and collaboration between and among staff members, volunteers and campers.
- Understand and internalize the importance of seeking resolution to problems and concerns by bringing them to the direct attention of supervisor in a timely manner.
- Seek to improve the effectiveness and efficiency of all camp operations with positive and creative approaches to challenges.
- Demonstrate sound time-management skills by effectively and efficiently organizing, prioritizing and completing multiple assignments in a timely manner.
- Maintain strict confidentiality when handling sensitive information.
- Continually seek and accept opportunities for personal and professional growth.
- Ensure that diversity and pluralism are embraced and incorporated into the design and delivery of camp experiences; actively support and promote the camp's commitment to diversity and inclusion.
- Respond to all emergency and crisis situations quickly and calmly.

Requirements

- Staff member must be at least 19 years old.
- Current Lifeguard or Waterfront Lifeguard certification (or ability to obtain).
- Minimum one year of experience lifeguarding and conducting aquatic programs.
- Prior experience supervising staff required.
- Knowledge of boating techniques; certification preferred.

- Current First Aid/CPR certification or ability to obtain certification.
- Must have the strength and endurance required to maintain constant supervision of campers and staff in a variety of activities.
- Must successfully pass a criminal background check.
- Passion for working with youth.
- Possess a love of being outdoors and willing to work outdoors in the heat, humidity and rain.
- Prepared to live on-site during employment in rustic cabin accommodations (often with no electricity, internet or air conditioning).
- Belief in the purpose and value of Girl Scouting; must be a registered member of Girl Scouts or become a member upon acceptance of position.
- Strong commitment to diversity, equity and inclusion.
- Ability to communicate with staff, campers and parents with diplomacy and tact.

Physical Requirements

Any physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable qualified individuals with disabilities to perform the essential functions unless this would cause an undue hardship to the Council.

- Prolonged standing, bending, stooping, walking long distances, hiking, climbing and stretching;
- Moderate lifting (up to 50 pounds);
- Walking on uneven terrain, up and down hills for distances up to ½ mile multiple times each day;
- Tolerance for working at heights exceeding 15 feet;
- Endurance to meet emergency needs;
- Ability to live in a camp setting and work irregular hours;
- Ability to tolerate daily exposure to the sun, heat and animals such as bugs, snakes, bats, etc.

Disclaimer Statement

The above are intended to describe the general nature and level of work being performed by employee(s) assigned to this classification. They are not intended to be an extensive list of all responsibilities, duties and skills required of personnel so classified. Other functions may be assigned and management retains the right to add or change the duties at any time. The employee is expected to adhere to all organization policies and to act as a role model in the adherence to the organization policies.